

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding is entered into by and between the Masconomet Teachers Association (hereinafter the “Union”), and the Masconomet Regional High School Committee (hereinafter the “Employer”) to outline modifications as part of a successor collective bargaining agreement.

RECITALS

- A. [Placeholder] The Employer and the Union entered into a collective bargaining agreement for ~~August 15, 2024~~ July 1, 2024, through and including June 30, 2027 ~~August 14, 2027~~.
- B. The duly authorized representatives of the Employer and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement.
- C. The said representatives of the Employer and the Union have agreed to a tentative agreement on contract changes, subject to ratification by the membership of the School Committee and the Union.

AGREEMENT

In consideration of mutual promises and covenants, the parties hereto agree as follows:

1. PRIOR AGREEMENTS

- The Collective Bargaining Agreement in effect from July 1, 2023, through and including June 30, 2024, shall be in full force and effect from July 1, 2024, through and including June 30, 2027, except as modified by this MEMORANDUM OF UNDERSTANDING.
- Unless otherwise specified, the changes set forth herein are effective July 1, 2024.

2. **SUCCESSOR AGREEMENT PROOFREADING.** The parties agree to correct article numbers, typographical, and grammatical errors by mutual agreement when the successor agreement is blended and updated.

3. **GENERAL PROPOSALS & UPDATES.** Amend all provisions of the collective bargaining agreement with the following general updates:

- Update the contract to make all pronouns gender-neutral.

- Fix typographical errors while proofreading the successor collective bargaining agreement.
 - Reformat the contract to create new articles and/or sections to improve contract readability and navigation by mutual agreement. This includes moving the salary schedule and column movement from the Appendix to Article 13 or an appropriate location.
 - Incorporate any memorandums and/or settlements reached by the parties during the term of the current contract.
4. **RECOGNITION** Amend¹ Article 1, Section 2 as follows: The collective bargaining unit represented by the Association and recognized by the Committee in Section 1 hereof is described as follows:

All full-time classroom teachers of Masconomet Regional School District, including but not limited to: (a)-instructors, (b)-guidance counselors, (c)-library media specialists and assistants, (d)-special educators, (e)-school adjustment counselors, (f)-part-time teachers, (g)-long-term substitute teachers (a long-term substitute shall be one with not less than 21 days of consecutive employment), (h)-coaches, (i)-faculty manager, (j)- instructional technology specialists, (k)-school nurses, **(l) psychologists, (m) speech language pathologists.**

It shall exclude all other employees, including but not limited to: (a)-department heads and guidance director, (b)-the superintendent, (c)-principals and assistant principals, (d)- clerical employees, (e)-non-teaching personnel employed under Federal programs in which the School District may be under contract to the Federal Government, (f)-custodial employees, (g)-school doctor, (h)-supervisor of attendance, (i)-cafeteria personnel, (j)- other part-time employees whose positions do not require a teaching certificate, (k) Special Education Director and Assistant Special Education Director.

Furthermore, the School Committee agrees that any proposed new professional position shall come before the Association to determine whether or not it should be included in the collective bargaining unit.

5. **GRIEVANCE HOUSEKEEPING** Amend Article 5, Section 4, Step 3 as follows: If the grievance is not satisfactorily settled, it shall be presented to the Committee (in writing)

¹ Changes to the collective bargaining agreement are represented as additions in **bold and underline** font and deletions in ~~strikethrough~~ font.

within five (5) school days after the receipt by the PIC chair of the written answer of the superintendent (or his/her designee).

The Committee and the teacher-grievant and, if the teacher so elects, counsel, and/or the president of the Association or his/her designee, shall meet to discuss the grievance within fifteen (15) school days at a time agreeable to both parties. The Committee shall elect whether or not this discussion shall take place during school hours. The Committee as a whole shall hear any ~~Step-4~~ **Step 3** grievance.

The Committee will give its written disposition of the matter to the superintendent and the chair of the PIC within five (5) school days following the conclusion of the meeting.

6. **NURSE WORK YEAR.** *Add a subsection to Article 8, Section 4 as follows: If the Employer desires to have medical records reviewed and entered into the educational database system prior to the 184-day contractual work year for nurses in the bargaining unit, management may seek nurse volunteers to work up to an additional three (3) days. Bargaining unit employees shall be paid their per diem rate of pay for each additional day worked. This compensation shall be considered regular and routine for MTRS purposes.*

7. **EFFECTIVE DATE REFERENCE HOUSEKEEPING.** *Amend Article 8, Section 4 as follows: ~~Effective September 1st 2015, the work year of teachers (other than new personnel, guidance counselors, and other personnel who must participate in new teacher orientation), under normal circumstances, will begin no earlier than the Wednesday before Labor Day or September 1st (whichever is earlier) and will terminate no later than June 30th.~~*

Effective the first day of the 2022-2023 The school year, the work year of teachers (other than new personnel, guidance counselors, and other personnel who must participate in new teacher orientation), under normal circumstances, will begin no earlier than one week before Labor Day and no earlier than August 25th, and will terminate no later than June 30th.

8. **SERVICE PROVIDER PREPARATION.** *Amend Article 9, Section 1 by adding this after the first paragraph as follows: Service Providers Preparation - Bargaining unit employees who create their own schedules shall be entitled to a daily duty-free, self-directed preparation period consistent with that of classroom teachers.*

9. **M BLOCK PREPARATION.** *Amend Article 9, Section 1 by adding this after the first paragraph as follows: In the event a bargaining unit employee is assigned "M Block" as their preparation period as a result of the schedule, they will have the choice of: a) Agree to the assigned "M Block" preparation period on Wednesdays*

or b) be paid per minute for the teaching time of “M Block” on Wednesdays consistent with the formula outlined herein.

10. **CLASS COVERAGE PAYMENTS.** Amend Article 9, Section 1 as follows: ~~If a teacher is assigned to cover a class for a teacher who is absent, the remuneration will be thirty (30) dollars per class for a period of forty-seven (47) minutes and forty (40) dollars per class for a period of fifty-nine (59) minutes.~~ **In the event a teacher is assigned to cover a class for a teacher who is absent, the remuneration will be twenty-five dollars (\$25.00) per class for a period of thirty-six (36) minutes, thirty-four dollars (\$34.00) per class of forty-nine (49) minutes, and forty-seven dollars (\$47.00) per class for a period of sixty-eight (68) minutes.**

11. **OVERLOADS.** Amend Article 9, Section 1 as follows: A teacher may, by mutual agreement, take more than a normal load for an extended period of time. The amount of additional compensation will be determined as follows:
 1. ~~If the teacher takes a normal load of professional duties along with a teaching overload, the daily salary for each additional class will be one one-hundred eighty-fourth (1/184th) of the teacher's annual salary divided by five (5);~~

 2. ~~If the teacher is relieved of his/her professional duties, the daily salary for each additional class will be one one-hundred eighty-fourth (1/184th) of the teacher's annual salary divided by seven (7).~~

12. **MINUTES HOUSEKEEPING.** Amend Article 9, Section 1, Subsection 3 as follows: ~~If a teacher teaches more than 236 minutes per day, said teacher will receive additional compensation. The additional compensation will be determined as follows:
 - a. ~~The teacher's annual salary (which includes Associate Master Teacher, Master Teacher and longevity pay) is divided by the number of teaching minutes in the school year to determine the per-minute pay rate.~~

 - b. ~~The number of additional teaching minutes is multiplied by the per-minute rate as calculated in (a) and multiplied again by the number of teaching days. This amount is added to the teacher's salary to determine a new annual salary.~~~~

13. **MINUTES HOUSEKEEPING.** Amend Article 9, Section 1, Subsection 4 as follows: ~~Effective the 2022-2023 school year, If a teacher teaches more than an average of 254 minutes per day, based upon a six-day cycle, said teacher will receive additional compensation. The additional compensation will be determined as follows:
 - o The teacher's annual salary (which includes Associate Master Teacher,~~

Master Teacher and longevity pay) is divided by the number of teaching minutes in the school year to determine the per-minute pay rate.

- the number of additional teaching minutes is multiplied by the per-minute rate as calculated in (a) and multiplied again by the number of teaching days. This amount is added to the teacher's salary to determine a new annual salary.

Teachers who become unassigned because of early release of seniors may be assigned to cover classes, complete curriculum work, administer MCAS testing, or other professional duties as defined by Article IX, Section I. Professional duties will be distributed equitably among unassigned bargaining unit members by the principal or assistant principal.

~~The Committee shall be permitted to adopt a different class or bell schedule as long as the total number of teaching minutes does not exceed 236 minutes per day.~~

~~Effective the 2022-2023 school year,~~ The Committee shall be permitted to adopt a different class or bell schedule as long as the total number of teaching minutes does not exceed an average of 254 minutes per day, based on a six-day cycle.

14. **LONG-TERM SUBSTITUTE CLARIFICATION.** Amend Article 13, Section 11 as follows: The Committee shall, to the extent possible, endeavor to employ as **long-term** substitute teachers only those who have met the State certification requirements. In instances where the substitute teacher is employed in the same position in excess of twenty (20) consecutive days, the rate of pay commencing with the twenty-first (21st) day will be at the rate of one one-hundred eighty-fourth (1/184th) of the scheduled salary (Salary Schedule B) of a beginning teacher without experience having the same degree level of training, retroactive to the date of initial employment in the position.

If a certified **long-term** substitute teacher is unavailable, non-certified personnel may be used with rate of pay to be as described above.

The Committee reserves the right in special cases where the absence of the regular teacher will be known to extend over several months, or when the subject specialty is one which presents unusual difficulty in securing a qualified substitute, to set the rate of compensation of the substitute teacher employed on the basis of the person's training and experience as recommended by the superintendent, which in no case will be less than the minimum scheduled salary established in this Article.

Part-time teachers shall be paid a percentage of the teachers' salary schedule and expanded salary schedule, where appropriate, equivalent to that portion of the school day or school year for which they are employed. Non-teaching duties will be assigned on

a pro-rata basis. The administration will attempt to make these non-teaching duties contiguous to teaching responsibilities.

Any teacher retired from Masconomet after satisfactory service who returns to Masconomet as a per diem substitute teacher will be compensated at a rate that is fifteen (15) dollars more per day than the basic substitute rate.

15. **MEMBERSHIP ENROLLMENT FORM DURING ONBOARDING.** *Add a new section 7A to Article 12 as follows:* **The Employer shall provide new employees, as part of their onboarding paperwork process, a membership enrollment and dues deduction form, as provided by the Union. Should any new employees have a question about the form, the Employer shall direct the new employee to the President of the Association. The Employer shall forward completed forms to the Union as soon as reasonably possible.**

16. **UNION LEADERSHIP PREPARATION.** *Amend Article 12.5 as follows:* Neither the president of the Association nor the chair of the PIC shall be assigned homeroom, corridor duty, study halls, or school-wide detention halls during the school year he/she is in office. **The president and PIC chair shall share a preparation period to the extent feasible.**

17. **UNION RELEASE TIME FOR ANNUAL MEETING.** *Add a new Article 12.6 as follows:* **Up to three (3) duly-elected members of the bargaining unit shall be released for one (1) day, with no loss of pay, to attend the Massachusetts Teachers Association annual meeting.**

18. **UNION ORIENTATIONS.** *Add a new section 7B to Article 12 as follows:* **For bargaining unit employees hired before the start of the academic year, the Union shall be provided at least one (1) hour to orient new members of the district. The Employer shall provide release time for new employees to attend with no loss of pay. The Employer shall release two (2) members of the Union to conduct the orientation with no loss of pay.**

After the commencement of the academic year, newly hired employees and one (1) representative of the Union shall be released with no loss of pay to attend and conduct a new employee union orientation for no less than sixty (60) minutes within ten (10) days of the new employee's first day of employment.

19. **ASSOCIATE AND MASTER TEACHER.** *Amend Article 13, Section 5 as follows:* There will be four (4) Teaching Classifications as follows: Teacher without Professional Status, Teacher with Professional Status, Associate Master Teacher, and Master Teacher. The last two are merit classifications for which all members of the professional staff, except department heads, that have attained professional teacher status are eligible to apply.

Application procedures and the evaluation process and criteria to be employed in connection with eligible applicants desirous of attaining either of these last two classifications for meritorious performance are set forth in Appendix F of this Agreement. Note: "Experience" in this section refers to years of experience as defined in Article IX, Section 7, Sub-section 3.

~~Any bargaining unit member actively employed prior to August 15, 2016 must apply for Associate Master Teacher classification by December 30, 2018 in order to be eligible for this section.~~

~~For faculty who begin active employment as a faculty member after August 15, 2016 or (who were employed before that date but are not approved as an Associate Master teacher by August 14, 2019), the Associate Master and Master teacher classifications are no longer offered as part the salary policy or schedule.~~

~~**Note:** Actively employed means working as a permanent member of this bargaining unit during FY16 (substitutes are excluded).~~

The description of each of the above classifications is as follows:

- (1) Teacher without Professional Status –
 - a. Definition: A beginning teacher, or one with less than three (3) years teaching experience under a valid Massachusetts teaching certificate.
 - b. Requirement: Bachelor's Degree
- (2) Teacher with Professional Status –
 - a. Definition: One with three (3) or more years teaching experience at Masconomet under a valid Massachusetts teaching certificate or at the discretion of the Superintendent in one (1) or more other school systems, under a valid Massachusetts teaching certificate.
 - b. Requirement: Minimum Department of Education requirements.
 - c. Placement on Salary Schedule: On steps four (4) through thirteen (13), according to experience and degree.
- (3) Associate Master Teacher –
 - a. Definition: One with three (3) or more years experience at

Masconomet (i.e., has achieved professional teacher status) and who has voluntarily applied for such classification by the evaluators on proven meritorious performance.

- b. Requirement: Bachelor's Degree
- c. Placement on Salary Schedule: (1) is eligible to receive a merit award of \$1253 (FY22), \$1281 (FY23), and \$1306 (FY24). (2) On September 1st next following his/her appointment to this classification by the Committee, the teacher will have \$418 (FY22), \$427 (FY23), and \$435 (FY24) added to his/her salary as determined by the Masconomet Regional Teachers' Agreement. On September 1st of the following year, the teacher will have \$836 (FY22), \$854 (FY23), and \$870 (FY24) added to his/her basic salary as determined by the Masconomet Regional Teachers' Agreement. On September 1st of the following year and for all time thereafter, the teacher will have \$1253 (FY22), \$1281 (FY23), and \$1306 (FY24) added to his/her salary as determined by the Masconomet Regional Teachers' Agreement.
- d. Each teacher who is awarded the designation "Associate Master Teacher" is expected to participate in a minimum of one standing or ad hoc committee **of their choosing** per year. **Ad hoc committees run by bargaining unit employees shall meet no fewer than once per quarter. The Union and the Employer shall collaborate on a committee report form that will describe when the committee met and its topics.**

(4) Master Teacher –

- a. Definition: One who has been classified for three (3) years as Associate Master Teacher and has voluntarily applied for and has been awarded such classification by the Committee upon the recommendation of the evaluators for continued proven meritorious performance.
- b. Requirement: Master's Degree
- c. Placement on Salary Schedule: (1) is eligible to receive a merit award of \$1253 (FY22), \$1281 (FY23), and \$1306 (FY24). (2) On September 1st next following his/her appointment to this classification by the Committee, the

teacher will have \$418 (FY22), \$427 (FY23), and \$435 (FY24) added to his/her salary as determined by the Masconomet Regional Teachers' Agreement. On September 1st of the following year, the teacher will have \$836 (FY22), \$854 (FY23), and \$870 (FY24) added to his/her basic salary as determined by the Masconomet Regional Teachers' Agreement. On September 1st of the following year and for all time thereafter, the teacher will have \$1253 (FY22), \$1281 (FY23), and \$1306 (FY24) added to his/her salary as determined by the Masconomet Regional Teachers' Agreement.

- d. A teacher awarded the designation of "Master Teacher" is expected to participate in a minimum of one standing or ad hoc committee of their choosing per year and may be assigned a mentoring relationship with a less senior teacher as assigned by the administration. **Ad hoc committees run by bargaining unit employees shall meet no fewer than once per quarter. The Union and the Employer shall collaborate on a committee report form that will describe when the committee met and its topics.**

Mentoring assignments will be distributed equally among all Master Teachers. Before a second mentoring assignment may be given to a Master Teacher, all other Master Teachers must have been given a mentoring assignment. By mutual agreement of the teacher and his/her principal, up to 30 hours of curriculum work per year may be assigned to the teacher in lieu of committee work.

It is understood Professional Learning Communities (PLC) are educator-led. Master Teachers may be asked to help facilitate PLC meetings with other educators.

20. TUITION REIMBURSEMENT HOUSEKEEPING. Amend Article 13, Section 7 as follows:

To encourage teachers to pursue programs of advanced graduate study and to further raise the professional standards as these exist at Masconomet in order to provide the students of this school with the finest, most dedicated, and best informed teachers possible on a continuing basis, the "~~Basic Teachers' Salary Schedule~~" **both schedules A and B** (See Appendix A) provides for the payment of a differential as shown therein for each 15 Semester Hours of approved (see Section 9) graduate study for the following degree levels: Bachelor's Degree plus fifteen (15) hours, Bachelor's Degree plus thirty (30) hours, Master's Degree, Master's Degree plus fifteen (15) hours, Master's Degree plus thirty (30) hours, Second Master's Degree or Master's plus forty-five (45) hours,

Master's Degree plus sixty (60) hours, Master's Degree plus seventy-five (75) hours, Second Master's/ Certificate of Advanced Graduate Specialization (CAGS), and Doctorate, or those similar to it (such as Education Specialist (EDS)) which result in the issuing of such a certificate by the awarding institution. *Exception: See Notes on page A-1 and A-3.

21. TUITION REIMBURSEMENT AMOUNTS. Amend Article 13, Section 7 as follows:

For all graduate courses in which tuition is paid, teachers will be reimbursed a portion of the cost of the course based on the following guidelines:

1. The School Committee will budget ~~\$40,000~~ **for FY26 shall be \$45,000, for FY27 shall be \$50,000** specifically for course reimbursement. The total amount of money distributed to teachers for course reimbursement will not exceed the amounts budgeted by the School Committee.
2. ~~Each year, a teacher must notify the Course Approval Committee of his/her intention to seek reimbursement for a qualifying graduate course no later than May 30th for courses being offered between July 1st and June 30th of the following year. An exception to this will be for new teachers, who shall inform the Superintendent by September 30th.~~

The parties agree to incorporate an existing side letter of agreement on course approval timelines.

3. Once a teacher presents an official transcript indicating that the approved course was completed with a grade of at least "B", he/she will be reimbursed up to ~~\$500~~ **one thousand dollars (\$1,000)** for per course for a maximum of two (2) courses per teacher per year. However, no teacher may be reimbursed for a second course in any one year until every teacher who has taken a course receives reimbursement for one course.

22. FAMILY SICK DAYS. Amend Article 15, Section 1A as follows: ~~The annual Sick leave of fifteen (15) sick days~~ may be used for illness in the immediate family when such illness requires the teacher to provide direct care or make arrangements necessary for medical and/or nursing care. The term "immediate family" shall apply to the teacher or the teacher's spouse/partner and either of their following family members: child, grandchild, parent, sibling, son/daughter-in-law, or other member of the immediate household.

23. PARENTAL LEAVE. Amend Article 15, Section 7 as follows: Upon receipt of at least two (2) weeks' written notice of a teacher's anticipated date of departure and intention to return, the superintendent shall grant a leave of absence ~~without pay~~ for

maternity/paternity **parental leave** for up to twelve (12) weeks in accordance with the provisions of Massachusetts General Laws, Chapter 149, Section 105D. The first two weeks of said leave will be with pay without drawing on the teacher's sick time or personal time. **The Employer may ask bargaining unit employees to provide reasonable supporting documentation.**

An employee shall be entitled to leave(s) of absence for the purpose of caring for a newborn or adopted child, subject to the following:

Parental Leave shall be granted to all bargaining unit members. All unit members shall be entitled to the following benefits:

- A. **Up to eight (8) workweeks of paid Maternity/Paternity Leave, on consecutive work days, not from sick time.**
- B. **Up to an additional four (4) paid workweeks may be taken, to be deducted from accumulated sick leave under Article XV, Sick Leave, of this Agreement.**
- C. **The Leave must begin within three (3) months of the date of birth or adoption of their child.**

24. **DURATION.** *Amend Article 17 as follows:* This Agreement shall become effective August 15, 2024 **July 1, 2024**, and shall continue in full force and effect until August 14, 2024 **June 30, 2027**, and from year to year thereafter unless it is superseded by a subsequent Agreement. **All changes in the Agreement that are desired by either party shall be submitted to the other party, in writing, stating specifically the intent and proposed wording of the desired change or changes on or before October 30th of the calendar year prior to the termination of this Agreement. Collective bargaining on such changes shall take place during that school year.**

25. **EDUCATOR EVALUATION CHANGES.** *Amend Appendix D as follows:*

- Delete prohibition of “exemplary” ratings.
- Delete all “positive” phrasing about “positive feedback visits.” The maximum duration of feedback visits shall be adjusted from five (5) minutes to fifteen (15) minutes. Adjust the form accordingly.
 - 11C would read-
 - C) **Positive** Feedback Visit
 - All **Positive** Feedback Visits will be conducted according to the following:
 - i) A **Positive** Feedback Visit is a visit by an evaluator that is no longer than 5 minutes.

- ii) An Evaluator can complete a ~~Positive~~ Feedback Form to provide the Educator with brief ~~positive~~ feedback about the visit, if applicable under sections 9 and 10, within 1 school day.
 - ~~Delete this language #3: One such measure shall be student growth percentiles on state assessments including Massachusetts English Proficiency Assessment gain scores, if applicable, when state assessments and DESE requirements are available, in which case at least three years, if that is all that is available, of data is required.~~
 - The parties shall convene the evaluation JLMC for all other evaluation changes. The parties shall have the right to communicate the progress of the JLMC to their respective constituents/members.
 - Amend evaluation tiers accordingly:
 - Tier 1 and 2 will remain for all non-PTS teachers
 - Tier 3 will match Tier 3 in our current contract and remove the restriction that ~~positive~~ feedback visits can only happen during year one.
 - Delete Tiers 4 and 5.
 - From D-11
 - At least 1 and no more than 4 unannounced observations during the evaluation cycle using the protocol described in section 11A, below. ~~The Evaluator will give the Educator two possible dates for an unannounced observation at least one week in advance.~~
 - ii) Unlimited ~~Positive~~ Feedback Visits during ~~the 1st year of the 2~~ year cycle using the protocol described in section 11C, below.
26. **ASSOCIATE/MASTER TEACHER HOUSEKEEPING.** *Amend evaluation of associate master and master teacher candidates subsections C and D as follows:*
- C. Appraisal reports received by the superintendent will be reviewed by him/her and subsequently presented to the ~~Education Sub-committee~~ School Committee with his/her recommendation for its consideration and action relative thereto.
 - D. ~~The Curriculum Sub-committee will make its report and recommendation to the Committee for~~ School Committee will take final action no later than ~~June 20th~~ the last School Committee meeting in June.
27. **ASSOCIATE/MASTER TEACHER RE-EVALUATION.** Delete all of Appendix F, Page 6.
28. **ASSOCIATE/MASTER TEACHER PROJECT.** The parties hereby agree that a bargaining unit employee is not required to complete a “project” in order to receive Associate/Master Teacher status.

29. WAGES.

- Stipends:
 - Add the following stipends to the appendices:

| Activity | Stipend |
|---|-----------------------------------|
| <u>Varsity Assistant Cheerleading</u> | <u>\$3,859**</u> |
| <u>JV Golf</u> | <u>\$3,859**</u> |
| <u>JV2 Volleyball</u> | <u>\$4,716**</u> |
| <u>ACE Club</u> | <u>\$3,859**</u> |
| <u>Debate Club</u> | |
| <u>Dance Club</u> | |
| <u>Rocketry Club</u> | <u>\$2081</u> |
| <u>DECA Advisor</u> | <u>\$4,716** (revised)</u> |
| <u>DECA Advisor</u> | |
| <u>DECA Advisor #2</u> | |
| <u>HS/MS Induction & Mentoring Coordinator</u> | <u>\$6,000</u> |
| <u>Poetry Club</u> | <u>\$1,286</u> |
| <u>HS Jazz Band</u> | <u>\$3,859</u> |
| <u>MS Jazz Band</u> | <u>\$3,859</u> |
| <u>HS Jazz Choir</u> | <u>\$3,859</u> |

***Note: Fill these numbers in once we have the correct GWI*

- *New club time requirements. Amend Appendix B, Section 3 language as follows: **in order to be counted as a year for the purposes of implementing a stipend, must be approved by January 31st for that new activity to be considered the “first year” in the stipend implementation process.** If the activity continues into the second (2nd) year, an interim stipend will be negotiated at fifty (50) percent of an estimated permanent stipend. The stipend will be negotiated to the mutual agreement of the Committee and the Association. The payment of a temporary stipend in no way obligates the Committee to continue the activity into future years. If, after two (2) years, the teacher and the principal wish to recommend that the activity become part of the Agreement, the stipend will be negotiated to the satisfaction of the Committee and the Association.*
- Add \$1000 stipend to be paid to each mentor
- The Foreign Student Exchange teacher stipend will be increased to \$9,159 (FY24). Replace “one thousand one-hundred thirty-four (1,134) dollars” with “nine thousand one hundred fifty-nine (9,159) dollars”

- Appendix B(2), #6, p.B-6 (A): In (A) Add “or domestic”; Add (D) Any teacher participating in a foreign or domestic school trip will be paid \$100 per day for each day of the trip.
- Increases to all stipend appendixes of six percent (6.00%) per year of the contract.
- Salary advancement:
 - ~~Delete Appendix A(1), Salary Schedule A, Section 4 as follows: A bargaining unit member may move a maximum of two (2) columns within the same school year.~~
 - ~~Delete Appendix A(1), Salary Schedule B, Section 1 as follows: A bargaining unit member may move a maximum of two (2) columns within the same school year.~~
- Salary Schedules and General Wage Increases
 - A general wage increases in the following amounts. The GWI shall be applied to all appendixes:
 - Year 1: 3.5%
 - Year 2: 3.75%
 - Year 3: 4.00%
 - Delete the following steps in Salary Schedule B.
 - Step 1: B through Doc
 - Step 2: M60 through Doc
 - Step 3: CAGs and Doc
 - Add the following steps to Salary Schedule B at 4.5% above the previous step:
 - Step 13: M30 through Doc
 - Step 14: M60 through Doc
 - Step 15: CAGs and Doc

30. Article XIII, Section 7—Salary Schedules

- This section needs a major overhaul as it is a constant source of disagreement. Replace Section with the following:

Section 7 (Salary Schedules):

The current Section 7 is unclear and difficult for teachers to navigate. Recommend the following changes to streamline the process:

The Basic Teachers' Salary Schedule will consist of two salary tables: "Salary Schedule A" and "Salary Schedule B." Both tables will appear in "Appendix A(1) of this Agreement.

"Salary Schedule A" will apply to all bargaining unit members actively employed prior to August 15, 2016 and will have the following Degree Levels, or columns: "Bachelor's Degree (B)," "Bachelor's Degree plus fifteen hours (B+15)," "Bachelor's Degree plus thirty hours (B+30)," "Master's Degree (M)," "Master's Degree plus fifteen hours (M+15)," "Master's Degree plus 30 hours (M+30)," "Second Master's Degree or Master's Degree plus forty-five hours (M+45/MM)," "Master's Degree plus sixty hours (M+60)," "Master's Degree plus seventy-five hours (M+75)," "Second Master's Degree/Certificate of Advanced Graduate Study (CAGS/MM*)" and "Doctorate (Doc*)."

The following conditions apply to members on Salary Schedule A:

- 1) The CAGs/MM* and DOC* columns apply to employees who were hired as a member of the bargaining unit on or before September 1, 2013. Any member hired on or before September 1, 2013 who acquires a CAGs or a Doctorate degree is eligible to be placed on the *CAGs/MM or Doctorate column.
- 2) Employees who were hired as a member of the bargaining unit on or before September 1, 2008 who also completed a second Master's degree by that date have been placed on the *CAGs/MM column.
- 3) All other members of the bargaining unit who complete a second Master's degree will be placed on the M+45/MM column. Thereafter, said members who acquire 15 additional credits, will be eligible to be placed on the M+60 column and can progress to the M+75 column with the acquisition of 15 additional graduate credits.
- 4) A bargaining unit member may move a maximum of two (2) columns within the same school year.
- 5) For the purposes of column movement, a CAGs degree is synonymous with an EDS degree.

Salary Schedule B" applies to all bargaining unit members actively employed after August 15, 2016 and will have the following Degree Levels or columns: "Bachelor's Degree (B)," "Bachelor's Degree plus fifteen credits (B+15)," "Master's Degree (M)," "Master's Degree plus

thirty credits (M+30),” “Master’s Degree plus 60 credits (M+60),” Certificate of Advanced Graduate Study (CAGS),” and “Doctorate (Doc).”

The following conditions apply to all members on Salary Schedule B:

- 1) A bargaining unit member may move a maximum of two (2) columns within the same school year.
 - 2) For the purposes of column movement, a CAGs degree is synonymous with an EDS degree.
31. Article XIII, Section 8—Column Movement. (NEW SECTION)
- o Add new: Section 8 (Salary Column Advancement)
Unit members may progress from one salary table column to another through earning “graduate credits” through an accredited institution of higher education, or through “in-service” credits granted through the Masconomet Regional School District.
- In order to earn graduate credits, members must receive advanced approval for a graduate course from the Course Review Team, made up of two members of the Association and the Superintendent or designee. Courses that do not receive advance approval will not be counted for salary advancement.
- In-service courses are defined as instructional courses offered to teachers by the Masconomet Regional School District outside of the defined teacher workday or school year. Fifteen hours of instruction will be counted as one credit for the purpose of calculating in-service course credit. In order to receive credit for In-Service courses for salary advancement, the member must receive prior approval for the course from the Course Review Team. Courses that do not receive advance approval will not be counted for salary advancement. For the purposes of column movement, no more than 6 in-service credits may be used per column moved.
- Movement across columns on the Salary Tables will follow an annual process based on the school year:
- 1) Members who are planning to move a column on the salary table will submit their intention to move to the Course Review Team for approval on or before December 15th preceding the beginning of the school year in which such progression is to occur.
 - 2) Once the requisite coursework is completed, the member will submit an official transcript documenting the necessary credits or graduate degree to the superintendent.
 - 3) The column move will be effective at the beginning of the next school year.
 - 4) If transcripts are not presented prior to the start of the school year, the date they are submitted will be the effective date of column change.

The process outlined above is an annual process. In cases where the member does not present transcripts either before or during the school year identified in the prior year’s

intention to move, the member will need to submit a new intention to move by December 15th for the next school year.

32. Article XIII, Section 9 Keep current language in a NEW SECTION:

Section 9

The provisions of this Section are limited to teachers employed at Masconomet as of November 19th, 2002. Teachers hired after that date must pursue a second Master's degree, a CAGS, or a Doctorate in order to advance beyond Master's+75 on the salary schedule.

Any teacher employed at Masconomet prior to November 19th, 2002, who has achieved the M+75 column will be eligible for an additional salary increment of \$250 per three-credit course satisfactorily completed, payable upon presentation of a transcript indicating that the course was completed with a grade of at least "B." These courses must receive advance approval of the Course Review Team. A teacher may take only two (2) of these courses per year, up to a maximum of six (6) courses (eighteen credits).

Any teacher currently at M+75 as of November 19th, 2002, who chooses to pursue a second Master's degree, CAGS, or Doctorate will receive an interim annual \$1000 payment upon completion of one half of the credits for the second Master's degree, CAGS, or Doctorate. The teacher will receive this additional annual payment until final completion of the program. If the teacher does not complete the second Master's degree or CAGS program within two (2) years, or Doctorate within four (4) years from the initial award of the interim payment, the teacher shall no longer receive the additional annual payment. *Exception: See Note on page A-1 and A-3.

Need to Re-Number subsequent sections in Article XIII

This agreement was signed on _____.

For the Masconomet Regional School
Committee

For the Masconomet Teachers Association